LDPconnect

An Assessment of Practices in Managing Early-Talent Development Programs in Information Technology

LDP SURVEY
FOURTH EDITION

2022

INFORMATON TECHNOLOGY PROGRAMS

COMPENSATION, RETENTION & BUDGETING REPORT

With the support of

Wronski Associates

WELCOME!

The LDP Survey is a unique, biennial assessment of practices related to the management of structured development programs for early-career talent. Run since 2015, the survey is conducted by LDP Connect in consultation with early talent developers and leaders from the world's marquis employers. The aggregated data offers organizations an opportunity to benchmark their program management practices against the "market." Overall, this fourth edition of the study contains data from 84 organizations on 183 development programs across many functions.

INFORMATION TECHNOLOGY - COMPENSATION, RETENTION & BUDGETING REPORT

This report contains a summary of **26 early talent development programs focused on Information Technology** from the organizations listed on the following page.

Custom reports and additional data analysis services are available. For more information, please contact **Dan.Beaudry@LDPconnect.com**.

LDP Connect would like to thank all who participated in this survey, and all who contributed to the creation of its content.

CONTRIBUTING ORGANIZATIONS

ABBVIE

AMERICAN FAMILY INSURANCE

BNY MELLON

BOEING

CARDINAL HEALTH

CIGNA

DELL TECHNOLOGIES

DISCOVER

FIFTH THIRD BANK

GE AVIATION

GE GAS POWER

GLAXOSMITHKLINE

HONEYWELL

LIBERTY MUTUAL

MEDIDATA SOLUTIONS

MEDTRONIC

NBCUNIVERSAL

NIELSEN IQ

OWENS CORNING

SYNCHRONY

THERMO FISHER

TRAVELERS

VANGUARD

WHIRLPOOL

XPO LOGISTICS

YALE UNIVERSITY

Retention Data

What percent of your participants complete the first year of the development program? (N=20)

25th percentile	95%
Median	98%
75th percentile	100%
Average	96%

What percent of your participants complete the full program? (N=19)

25th percentile	85%
Median	90%
75th percentile	95%
Average	89%

What is your 1-year post-program retention rate? (N=19)

25th percentile	75%
Median	85%
75th percentile	97%
Average	81%

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Retention Data

What is your 5-year post-program retention rate? (N=17)

25th percentile	50%
Median	65%
75th percentile	78%
Average	60%

What are your official post-program retention GOALS?

Component	1-year	3-year	5-year
25th percentile	90%	75%	56%
Median	95%	80%	70%
75th percentile	100%	85%	75%
Average	93%	80%	69%
N=	14	14	14

Budgeting Data

What is the overall operating budget of your program (not including salaries or bonuses)? (N=13)

25th percentile	$30,000
Median	$75,000
75th percentile	$540,000
Average	$292,385

What is your average operating dollar investment PER PARTICIPANT (not including salaries or bonuses)? (N=14)

25th percentile	$1,875
Median	$4,500
75th percentile	$15,000
Average	$9,148

What percentage of your program budget is NOT allocated for salary/benefits? (N=12)

25th percentile	3%
Median	5%
75th percentile	16%
Average	9%

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Compensation Data

Which of the following components are part of the total compensation that associates receive UPON STARTING your development program?

	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Base Salary	21	18	$70,000	$75,000	$84,000	18	0	3
Bachelors	20	18	$70,000	$75,000	$84,000	17	0	3
Graduate	1	0	NA	NA	NA	1	0	0
Sign on bonus	17	16	$5000	$5000	$6875	14	2	1
Bachelors	16	16	$5000	$5000	$6875	13	2	1
Graduate	1	0	NA	NA	NA	1	0	0
Relocation Package	12	9	$5000	$5500	$10,000	8	4	0
Bachelors	11	9	$5000	$5500	$10,000	7	4	0
Graduate	1	0	NA	NA	NA	1	0	0
Annualized bonus target	12	9	5.0%	8.0%	10.0%	10	1	1
Bachelors	11	9	5.0%	8.0%	10.0%	9	1	1
Graduate	1	0	NA	NA	NA	1	0	0
Equity grant	2	0	NA	NA	NA	2	0	0
Bachelors	2	0	NA	NA	NA	2	0	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Other	2							

Notes:
- "Offering" represents the number of respondents who offer the compensation element.
- "Reporting" represents the number of respondents providing numerical data for the compensation element.
- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or negotiable.

Compensation Data

Why might there be variance in STARTING compensation between associates in your development program? (Check all that apply) (N=24)
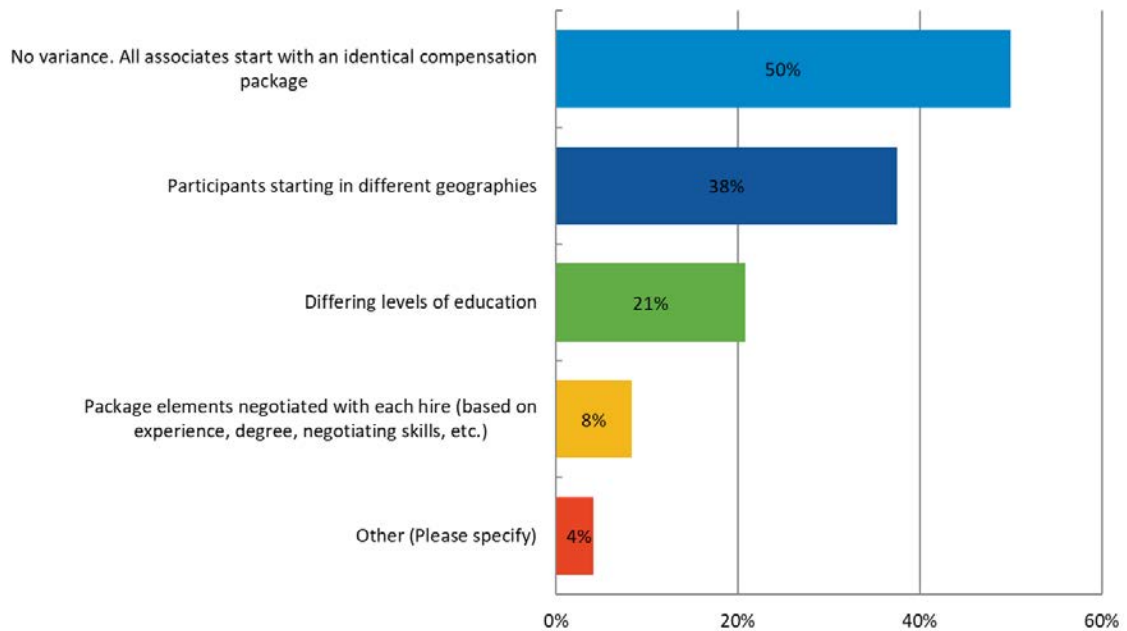
Because multiple answers per participant are possible, the total percentage may exceed 100%.

Other: Base salary adder given to Technology participants who interned 2+ years at [the company's] Emerging Tech Center

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Compensation Data

Which of the following components are offered as part of the total compensation package for associates DURING your development program?

|	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Merit increase	21	14	2.1%	3.0%	7.8%	4	13	4
Bachelors	20	14	2.1%	3.0%	7.8%	3	13	4
Graduate	1	0	NA	NA	NA	1	0	0
Cost of living adjustment	7	3	NA	NA	NA	3	3	1
Bachelors	7	3	NA	NA	NA	3	3	1
Graduate	0	0	NA	NA	NA	NA	NA	NA
Individual target bonus	7	5	5.0%	5.0%	10.0%	0	4	3
Bachelors	7	5	5.0%	5.0%	10.0%	0	4	3
Graduate	0	0	NA	NA	NA	NA	NA	NA
Team target bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Profit sharing bonus	2	2	NA	NA	NA	1	0	1
Bachelors	2	2	NA	NA	NA	1	0	1
Graduate	0	0	NA	NA	NA	NA	NA	NA
Spot bonus	1	1	NA	NA	NA	0	1	0
Bachelors	1	1	NA	NA	NA	0	1	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Retention bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Equity grant	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
In-program relocation	6	3	NA	NA	NA	3	1	2
Bachelors	6	3	NA	NA	NA	3	1	2
Graduate	0	0	NA	NA	NA	0	0	0
Other	1							

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Compensation Data

Notes:
- "Offering" represents the number of respondents who offer the compensation element.
- "Reporting" represents the number of respondents providing numerical data for the compensation element.
- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or variable.

Compensation Data

Overall, why might there be variance in IN-PROGRAM compensation between associates in your development program? (Check all that apply) (N=24)
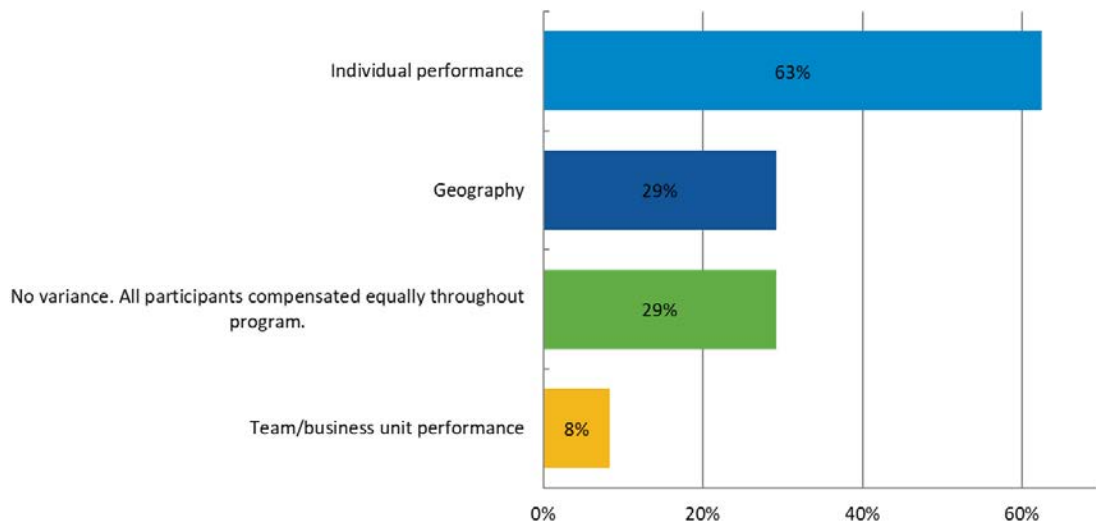
Because multiple answers per participant are possible, the total percentage may exceed 100%.

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Compensation Data

Which of the following components are offered as part of the total compensation that associates receive UPON COMPLETION of your development program?

|	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Salary	20	14	$82,750	$90,000	$94,000	3	13	4
Bachelors	19	14	$82,750	$90,000	$94,000	3	12	4
Graduate	1	0	NA	NA	NA	0	1	0
Individual target bonus	8	4	$8950	$9750	$12,000	1	4	3
Bachelors	7	4	$8950	$9750	$12,000	1	3	3
Graduate	1	0	NA	NA	NA	0	1	0
Team target bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Profit sharing bonus	2	1	NA	NA	NA	1	1	0
Bachelors	2	1	NA	NA	NA	1	1	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Retention bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Equity grant	2	0	NA	NA	NA	1	1	0
Bachelors	2	0	NA	NA	NA	1	1	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Relocation package	5	3	NA	NA	NA	1	2	2
Bachelors	5	3	NA	NA	NA	1	2	2
Graduate	0	0	NA	NA	NA	NA	NA	NA
Other	0							

Notes:
- "Offering" represents the number of respondents who offer the compensation element.
- "Reporting" represents the number of respondents providing numerical data for the compensation element.
- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or variable.

Compensation Data

Why might there be variance in compensation among graduates of your development program? (Check all that apply) (N=24)
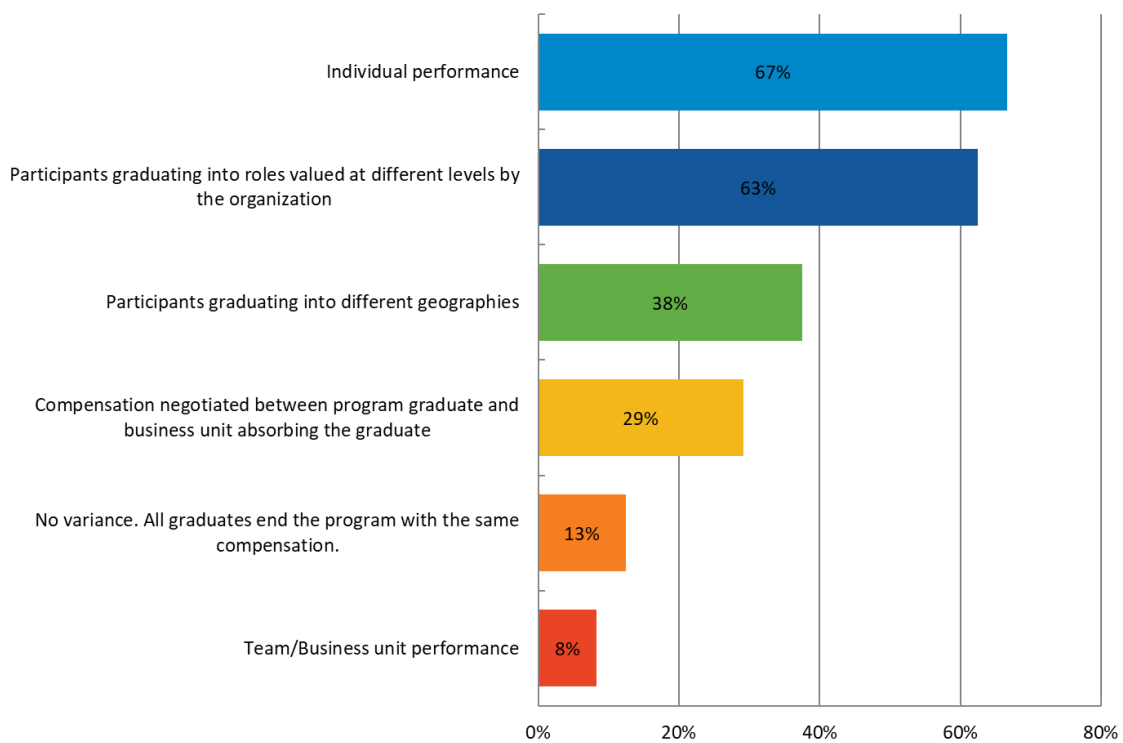
Because multiple answers per participant are possible, the total percentage may exceed 100%.

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The 2022 Survey of Practices for Early Career Development Programs: Fourth Edition ("LDP Survey") is an assessment of how organizations build, manage and evaluate their talent development programs. The survey has been run since 2015, and offers organizations an opportunity to benchmark their practices, compensation levels and retention rates against peers. Custom reports and additional data analysis services are available. Contact Dan.Beaudry@LDPconnect.com for more information.

LDP CONNECT ldpconnect.com

LDP Connect is a membership organization serving the community of professionals who manage, lead or support structured development programs for early career talent. We provide research, events, tools and support to several hundred professionals from the world's marquis employers. Since 2012, LDP Connect has hosted the annual LDP Summit® – a best practices conference featuring case studies of innovations, group brainstorming sessions, bench-marking data on program practices, and networking & idea sharing. For more information on joining the community, visit **www.LDPconnect.com**.

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